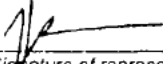


UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER		DO NOT WRITE IN THIS SPACE Case Date Filed 05-CA-126740 04/16/2014	
INSTRUCTIONS File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer FWL & Sons, Inc. d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers		b. Number of workers employed 100	
c. Address FWL & Sons: 5520 W. Broad St. Richmond, VA 23230 McDonald's Corp: 2111 McDonald's Dr. Oak Brook, IL 60523	d. Employer Representative FWL & Sons: (b) (6), (b) (7)(C) McDonald's: Gloria Santana	e. Telephone No. FWL & Sons: (804) 282-7514	
f. Type of Establishment Restaurant	g. Identify principal product or service Food Service		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection s(1) and (3) and (4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. BASIS OF THE CHARGE <i>(Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</i> On or about (b) (6), (b) (7)(C) 2014, employer through (b) (6), (b) (7)(C), interfered with, and discriminated against employees in the exercise of their Section 7 rights in violation of Sections 8(a)(1) and (3) of the Act by engaging in the following conduct: -issuing (b) (6), (b) (7)(C) a disciplinary write-up for engaging in protected concerted activity, -suspending (b) (6), (b) (7)(C) for one week for engaging in protected concerted activity.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Southern Workers Organizing Committee			
4a. Address (street and number, city, state, and ZIP code) 314 S. Wilmington St., Suite 207 Raleigh, NC 27601		4b. Telephone No. Guillermo Zamora (703) 629-2199	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
 (Signature of representative or person making charge)		_____ Attorney (Title if any)	
Address Patterson Harkavy LLP 100 Europa Drive, Suite 250 Chapel Hill, NC 27517		(919) 942-5200 (Telephone No.)	
(Date) 4.16.14			
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)			



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

April 17, 2014

Doreen S. Davis, Esq.
Jones Day
222 East 41st Street
New York, NY 10017-6739

Re: FWL & Sons, Inc. d/b/a McDonald's &
McDonald's Corp. as Joint and Single
Employers
Case 05-CA-126740

Dear Ms. Davis:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney Andrew Andela whose telephone number is (410) 962-5615. If Andrew Andela is not available, you may contact Acting Supervisory Field Attorney Thomas Murphy whose telephone number is (410) 962-2538.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

April 17, 2014

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

/s/ *Steven L. Shuster*

Steven L. Shuster
Acting Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: See Page Three

FWL & Sons, Inc. d/b/a McDonald's &
McDonald's Corp. as Joint and Single
Employers
Case 05-CA-126740

- 3 -

April 17, 2014

cc: Ms. Gloria Santona
McDonald's Corp.
2111 McDonald's Drive
Oak Brook, IL 00523

(b) (6), (b) (7)(C)

FWL & Sons, Inc.
5520 West Broad Street
Richmond, VA 23230

Jonathan M. Linas, Esq.
Andrew G. Madsen, Esq.
Jones Day
77 West Wacker Drive, Suite 3500
Chicago, IL 60601-1701

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

FWL & Sons, Inc. d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

CASE NUMBER

05-CA-126740

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)**YES NO**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**FWL & SONS, INC. D/B/A MCDONALD'S &
MCDONALD'S CORP. AS JOINT AND SINGLE
EMPLOYERS**

Charged Party

and

**SOUTHERN WORKERS ORGANIZING
COMMITTEE**

Charging Party

Case 05-CA-126740

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on April 17, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

FWL & Sons, Inc.
5520 West Broad Street
Richmond, VA 23230

Doreen S. Davis, Esq.
Jones Day
222 East 41st Street
New York, NY 10017-6739

Ms. Gloria Santona
McDonald's Corp.
2111 McDonald's Drive
Oak Brook, IL 00523

Jonathan M. Linas, Esq.
Andrew G. Madsen, Esq.
Jones Day
77 West Wacker Drive, Suite 3500
Chicago, IL 60601-1701

April 17, 2014

Date

David Smith, Designated Agent of NLRB

Name

/s/ David Smith

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

April 17, 2014

Michael G. Okun, Esq.
Patterson Harkavy LLP
100 Europa Drive, Suite 250
Chapel Hill, NC 27517-2310

Re: FWL & Sons, Inc. d/b/a McDonald's &
McDonald's Corp. as Joint and Single
Employers
Case 05-CA-126740

Dear Mr. Okun:

The charge that you filed in this case on April 16, 2014 has been docketed as case number 05-CA-126740. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney Andrew Andela whose telephone number is (410) 962-5615. If Andrew Andela is not available, you may contact Acting Supervisory Field Attorney Thomas Murphy whose telephone number is (410) 962-2538.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

April 17, 2014

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

/s/ *Steven L. Shuster*

Steven L. Shuster
Acting Regional Director

Enclosure: Copy of Charge

cc: Mr. Guillermo Zamora
Southern Workers Organizing Committee
314 South Wilmington Street, Suite 207
Raleigh, NC 27601

Mr. Geoffrey Dunham, Supervisory Field Attorney
NLRB, Region 2
26 Federal Plaza, Room 3614
New York, NY 10278

From: (b) (6), (b) (7)(C)
To: [Andela, Andrew](#)
Subject: Re: Charge form in 05-CA-126740
Date: Thursday, April 17, 2014 12:49:42 PM
Attachments: [ATT00001.gif](#)
[ATT00002.gif](#)

Thank you!



(b) (6), (b) (7)(C)

77 West Wacker Drive • Chicago, IL 60601
DIRECT: (b) (6), (b) (7)(C) • EMAIL: (b) (6), (b) (7)(C)@jonesday.com

From: "Andela, Andrew" <Andrew.Andela@nlrb.gov>
To: (b) (6), (b) (7)(C)@jonesday.com <(b) (6), (b) (7)(C)@jonesday.com>,
Date: 04/17/2014 11:48 AM
Subject: Charge form in 05-CA-126740

Hi, (b) (6), (b) (7)(C)

As promised, here is a copy of the Charge in the above-referenced case. If you have any questions or have trouble opening the attachment, please let me know. Thank you and have a great day.

Drew Andela

Field Attorney

National Labor Relations Board, Region 5

Bank of America Center - Tower II

100 South Charles St., 6th Floor

Baltimore, MD 21201

Phone: [\(410\) 962-5615](tel:4109625615)

Fax: [\(410\) 962-2198](tel:4109622198)

[attachment "CHG.05-CA-126740.Signed Charge Against Employer.pdf" deleted by (b) (6), (b) (7)(C) JonesDay]

=====

This e-mail (including any attachments) may contain information that is private, confidential, or protected by attorney-client or other privilege. If you received this e-mail in error, please delete it from your system without copying it and notify sender by reply e-mail, so that our records can be corrected.

=====

From: [Lauren Bonds](#)
To: [Andela, Andrew](#)
Subject: FWL & Sons, 05-CA-126740
Date: Friday, April 25, 2014 12:29:16 PM

Hello Mr. Andela,

I wanted to touch base with you about FWL & Sons case out of Richmond. Sorry for the delay in getting back to you, I have been unable to get (b) (6), (b) (7)(C) on the phone. If I don't reach him by Wednesday next week, the union will withdraw the charges. Thank you for your patience and have a great weekend.

Best,

Lauren

--

Lauren Bonds
Law Fellow
Service Employees International Union

DES

CHARGE ASSIGNMENT SHEET (EMPLOYER)

Case No.: 5-CA 126 740	CASE NAME: FWL & Sons, Inc. cl/6/9 McDonald's & McDonald's Corp as Joint and Single Employers
DATE FILED: 4/16/14	CATEGORY: <input type="checkbox"/> I <input type="checkbox"/> II <input checked="" type="checkbox"/> III

Potential 10(j) 100	8(a)(2) (indicated name of union):	# discriminatees 8(a)(3): 1	# of Employees (if not currently on charge) 100
---------------------	------------------------------------	-----------------------------	---

IO charge? Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/>	Dispute City: Richmond
	Dispute State: CA

COMMENTS: coordinated case 542 8/12/13 instruction Send copy to Region 2 Geoffrey Durham	Barg Status: <input type="checkbox"/> Existing Contract <input type="checkbox"/> Expired Contract <input type="checkbox"/> Initial Contract <input checked="" type="checkbox"/> None <input type="checkbox"/> Organizational Campaign <input type="checkbox"/> Succeeding Contract
--	--

SUPERVISOR: Murphy	AGENT: Andale
--------------------	---------------

8(a)(1) <input type="checkbox"/> Coercive Actions (Surveillance, etc) <input type="checkbox"/> Coercive Rules <input type="checkbox"/> Coercive Statements (Threats, Promises of Benefits, etc.) <input checked="" type="checkbox"/> Concerted Activities (Retaliation, Discharge, Discipline) <input type="checkbox"/> Denial of Access <input type="checkbox"/> Discharge of supervisor (Parker-Robb Chevrolet) <input type="checkbox"/> Interrogation (including Polling) <input type="checkbox"/> Lawsuits <input type="checkbox"/> Weingarten	8(a)(4) <input type="checkbox"/> Changes in Terms and Conditions of Employment <input type="checkbox"/> Discharge (including Layoff and Refusal to Hire) <input type="checkbox"/> Discipline <input type="checkbox"/> Refusal to Reinstate Employee/Striker <input type="checkbox"/> Shutdown or Relocate/ Subcontract Unit Work
---	---

8(a)(2) <input type="checkbox"/> Assistance <input type="checkbox"/> Domination <input type="checkbox"/> Unlawful Recognition	8(a)(5) <input type="checkbox"/> Alter Ego <input type="checkbox"/> Failure to Sign Agreement <input type="checkbox"/> Refusal to Bargain/Bad Faith Bargaining (incl'g surface bargaining/direct dealing) <input type="checkbox"/> Refusal to Furnish Information <input type="checkbox"/> Refusal to Hire Majority <input type="checkbox"/> Refusal to Recognize <input type="checkbox"/> Repudiation/Modification of Contract[Sec 8(d)/Unilateral Changes <input type="checkbox"/> Shutdown or Relocate (e.g. First National Maint.).Subcontract Work
--	---

8(a)(3) <input type="checkbox"/> Changes in Terms and Conditions of Employment <input type="checkbox"/> Discharge (Including Layoff and Refusal to Hire (not salting)) <input checked="" type="checkbox"/> Discipline <input type="checkbox"/> Lockout <input type="checkbox"/> Refusal to Consider/Hire Applicant (salting only) <input type="checkbox"/> Refusal to Reinstate E'ee/Striker (e.g. Laidlaw) <input type="checkbox"/> Retaliatory Lawsuit <input type="checkbox"/> Shutdown or Relocate/ Subcontract Unit Work <input type="checkbox"/> Union Security Related Actions	8(e) <input type="checkbox"/> All Allegations against a Labor Organization <input type="checkbox"/> All Allegations against an Employer
--	---

(b) (6), (b) (7)(C)

Prepared by WBM

C-CASE DISPOSITION FORM

FROM: Drew Andela DATE: June 24, 2022

CASE NAME: FWL & Sons, Inc. d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

CASE NUMBER: 05-CA-126740

SCOPE: ☒ **Full** ☐ **Partial:**

IF PARTIAL, CATS _____

allegations disposed _____

of by this action: _____

CATS _____

allegations _____

remaining: _____

DATE OF ISSUANCE OF DISMISSAL OR WITHDRAWAL OR DEFERRAL LETTER: _____

DISMISSAL WINDOW	DEFERRAL WINDOW
ADJUSTED: <input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> COLLYER DEFERRAL: <input type="checkbox"/> Written <input type="checkbox"/> Verbal
DISMISSAL LANGUAGE: <input type="checkbox"/> Short form	WILLINGNESS DATE: _____
<input type="checkbox"/> Long form	<input type="checkbox"/> OTHER DEFERRAL: _____ (specify)
	DATE PROCESSING RESUMED: _____
WITHDRAWAL WINDOW	SPIELBERG REVIEW WINDOW
CONDITIONAL: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	DATE REVIEW REQUESTED: _____
SOLICITED: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	PARTY REQUESTING REVIEW: <input type="checkbox"/> Charging Party
ADJUSTED: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Charged Party
ORAL: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DETERMINATION: <input type="checkbox"/> Defer to Award
IF ORAL, BY: <u>Lauren Bonds, Michael Okun</u>	<input type="checkbox"/> NOT Defer to Award
DATE APPROVED BY RD: _____	DETERMINATION DATE: _____
BOARD SETTLEMENT WINDOW	CLOSING INFORMATION WINDOW
PARTICIPATION: <input type="checkbox"/> All Party <input type="checkbox"/> Unilateral	METHOD: <input type="checkbox"/> Withdrawal, Adjusted
If unilateral, date of letter	<input checked="" type="checkbox"/> Withdrawal, NOT Adjusted
to parties proposing approval: _____	<input type="checkbox"/> Dismissal, Adjusted
Proposed Approval Date: _____	<input type="checkbox"/> Dismissal, NOT Adjusted
Date Approved by RD: _____	TIMING: <input checked="" type="checkbox"/> Before CNH
	<input type="checkbox"/> After CNH, Before hearing
	<input type="checkbox"/> After CNH, After hearing opened
	<input type="checkbox"/> After CNH, After hearing closed
EXPLANATION:	

Charge was filed on 4/16/14. (b) (5)
[REDACTED] Initial oral request from SEIU rep Lauren Bonds confirmed with attorney Michael Okun, who reiterated request to withdraw.

APPROVED

Team Supervisor _____ Date _____ Regional Attorney _____ Date _____

Asst Regional Director _____ Date _____ Regional Director _____ Date _____

From: [Shuster, Steven L.](#)
To: [Wilkins, Charlene E.](#)
Cc: [Seidman, Nathan M](#); [Chambers, John](#); [Logan, Michelle K.](#)
Subject: RE: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)
Date: Wednesday, May 07, 2014 12:31:09 PM

The letter is approved.

From: Wilkins, Charlene E.
Sent: Wednesday, May 07, 2014 11:37 AM
To: Shuster, Steven L.
Cc: Seidman, Nathan M; Chambers, John; Logan, Michelle K.
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)
Importance: High

Withdrawal letter is ready for approval.

From: Logan, Michelle K.
Sent: Wednesday, May 07, 2014 11:15 AM
To: Wilkins, Charlene E.
Cc: Chambers, John; Clark, Cathy D.
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

w/d is ready for final approval!

Thanks,

Ms. Michelle K. Logan

Secretary to John D. Doyle, Esq.
Deputy Regional Attorney
National Labor Relations Board Region 5 - Baltimore
Bank of America Center, Tower II
100 S. Charles Street. 6th Floor
Baltimore, MD 21201
410-962-2266(direct line)
410-962-2198 (fax)

From: Graham, Sydonie
Sent: Wednesday, May 07, 2014 11:14 AM
To: Logan, Michelle K.
Subject: RE: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

You may submit for final approval.

Doni

From: Logan, Michelle K.
Sent: Wednesday, May 07, 2014 11:00 AM
To: Graham, Sydonie
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)
Importance: High

All corrections have been made! Please approve for final submission...

Thanks,

Ms. Michelle K. Logan

Secretary to John D. Doyle, Esq.
Deputy Regional Attorney
National Labor Relations Board Region 5 - Baltimore
Bank of America Center, Tower II
100 S. Charles Street. 6th Floor
Baltimore, MD 21201
410-962-2266(direct line)
410-962-2198 (fax)

From: Chambers, John
Sent: Wednesday, May 07, 2014 10:09 AM
To: Logan, Michelle K.
Cc: Clark, Cathy D.; Wilkins, Charlene E.
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)
Importance: High

Hi Michelle,

Please process this w/d and forward this e-mail chain to Charlene when the letter is in NxGen and ready for approval. Also, please send Catherlena and me an e-mail as soon as the letters are placed in the day's outgoing mail. Thanks!

Cheers!

John M. Chambers
Office Manager
National Labor Relations Board, Region 5

From: Wilkins, Charlene E.
Sent: Wednesday, May 07, 2014 10:03 AM
To: Chambers, John
Cc: Shuster, Steven L.; Seidman, Nathan M
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)
Importance: High

Withdrawal is ready for processing.

From: Shuster, Steven L.
Sent: Wednesday, May 07, 2014 9:20 AM
To: Wilkins, Charlene E.
Cc: Seidman, Nathan M
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

This w/d is approved and can be processed.

From: Seidman, Nathan M
Sent: Wednesday, May 07, 2014 8:36 AM
To: Shuster, Steven L.
Cc: Andela, Andrew; Doyle, John D.
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

This full withdrawal is approved by coordinating Region 2 and is ready for processing.

From: Dunham, Geoffrey
Sent: Tuesday, May 06, 2014 5:21 PM
To: Seidman, Nathan M
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

Nathan, ok to process withdrawal. Thanks for keeping us in the loop. Geoff

From: Seidman, Nathan M
Sent: Friday, May 02, 2014 3:01 PM
To: Dunham, Geoffrey
Cc: Shuster, Steven L.
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

Geoffrey,

I hope all is well. Below is a hyperlink to a disposition form recommending the withdrawal of case *FWL & Sons d/b/a McDonald's*, 05-CA-126740. (b) (5)

All relevant documents are uploaded in NxGen.

Please let me know Region 2's recommendation.

Thanks,

Nathan Seidman
Acting Assistant Regional Director

(410) 962-2740

From: Shuster, Steven L.
Sent: Friday, May 02, 2014 2:57 PM
To: Seidman, Nathan M
Subject: RE: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

You may forward the recommendation to Region 2.

From: Seidman, Nathan M
Sent: Friday, May 02, 2014 9:48 AM
To: Shuster, Steven L.
Cc: Murphy, Thomas; Andrews, Kimberly
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

Steve,

I recommend forwarding this withdrawal request to Region 2 DRA Geoffrey Dunham for clearance.

Nathan

From: Murphy, Thomas
Sent: Friday, May 02, 2014 8:25 AM
To: Seidman, Nathan M
Subject: FW: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

Nathan,

This was a withdrawal.

From: Andela, Andrew
Sent: Thursday, May 01, 2014 10:04 AM
To: Murphy, Thomas
Subject: Chain approving NON-adjusted withdrawal in 05-CA-126740 (FWL & Sons d/b/a McDonald's)

CP requested withdrawal by telephone on 5/1/14. [Disposition form is in NxGen.](#)

Drew Andela

Field Attorney
National Labor Relations Board, Region 5
Bank of America Center - Tower II
100 South Charles St., 6th Floor
Baltimore, MD 21201
Phone: [\(410\) 962-5615](tel:(410)962-5615)
Fax: [\(410\) 962-2198](tel:(410)962-2198)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

Region 5
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100 S. Charles Street, Suite 600
Baltimore, MD 21201

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May 7, 2014

Doreen S. Davis, Esq.
Jonathan M. Linas, Esq.
Andrew G. Madsen, Esq.
Jones Day
222 East 41st Street
New York, NY 10017-6739

Re: FWL & Sons, Inc. d/b/a McDonald's &
McDonald's Corporation as Joint and Single
Employers
Case 05-CA-126740

Dear Ms. Davis, Mr. Linas and Mr. Madsen:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Charles L. Posner

Charles L. Posner
Regional Director

cc: (b) (6), (b) (7)(C)
FWL & Sons, Inc.
5520 West Broad Street
Richmond, VA 23230

Michael G. Okun, Esq.
Patterson, Harkavy, LLP
100 Europa Drive, Suite 250
Chapel Hill, NC 27517-2310

Ms. Gloria Santona
McDonald's Corporation
2111 McDonald's Drive
Oak Brook, IL 00523

Mr. Guillermo Zamora
Southern Workers Organizing Committee
314 South Wilmington Street, Suite 207
Raleigh, NC 27601